10Sep2012

SgtMaj of the Army Chandler
Foreign Area SNCO / Regional Affairs SNCO

FAS / RAS Program

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Agenda

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2. IAP Mission
3. Purpose
4. FAS/RAS BETA TEST
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    b) Selection Process
    c) Eligibility
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6. Experience Track Sources
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Language, Regional Expertise, and Language (LREC)

LREC Professionals
(FAO/RAO, FAS/RAS)

Surge Capacity
(Linguists, APH)

General Purpose Forces (GPF)

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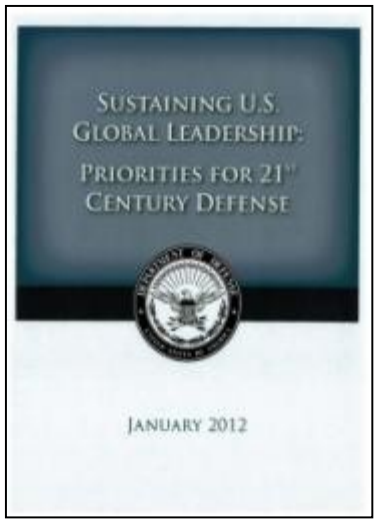
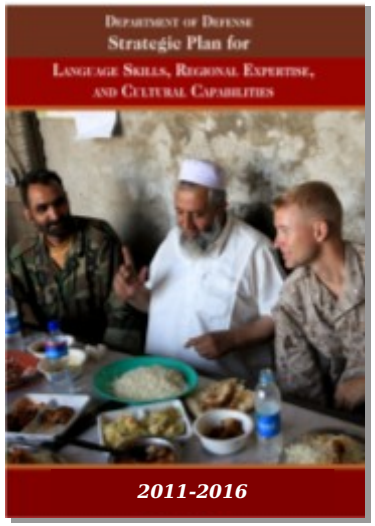
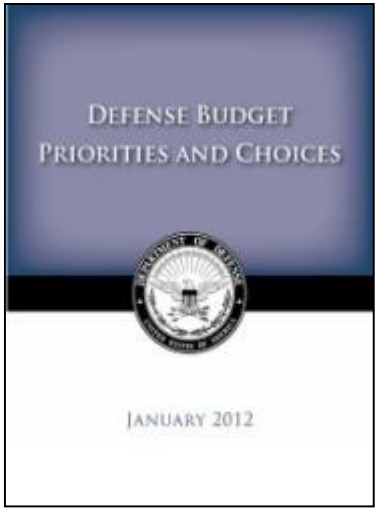
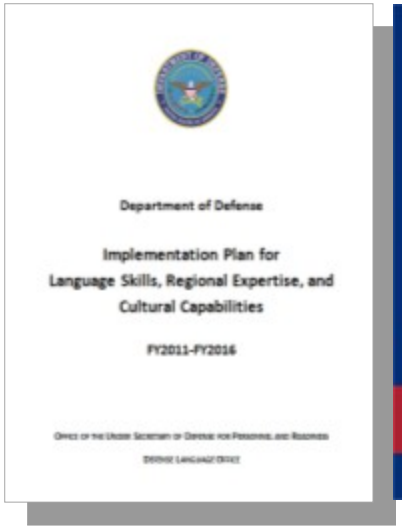
Alignment of Documents

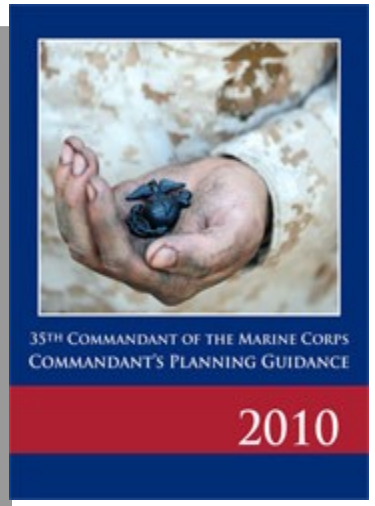
1. Presidential Strategic Guidance from January 2012
2. DoD Strategic Plan for Language Skills, Regional Expertise and Cultural Capabilities - February 2011.
   - SecDef has queried USD(P&R) three times regarding foreign language capabilities
3. DoD Implementation Plan for LREC
4. DoD Directive 1315.17 (Military Department FAO Programs)
5. MCO 1520.11E (International Affairs Officer Program)
6. Commandant's Planning Guidance











IAP Guidance

"Today's Marines perform in every clime and place, and our institution must devote attention to tomorrow's threats and opportunities."

-Gen James F. Amos

Sometimes, the best training doesn't come from the rifle range…

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IAP Mission

International Affairs Program (IAP) Mission

Identify, select, and educate a corps of International Affairs Marines for assignments on tactical, operational, and strategic-level staffs, Joint and Combined staffs, and for duty with interagency organizations in order to improve MAGTF plans, operations, security assistance, and intelligence efforts with language, regional expertise, and culture skills.

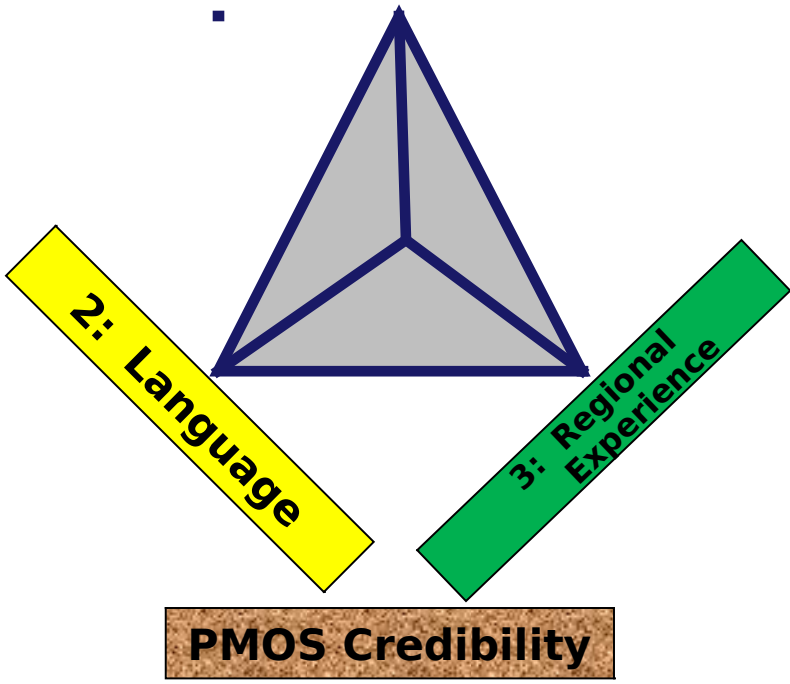
Purpose

- CPG tasks PP&O with increasing the capacity of the FAO/RAO program
- The FAS/RAS program was conceived as a means of increasing USMC capacity to produce and maintain foreign area expertise.
- FAS and RAS Marines help Commanders improve MAGTF plans, operations, and security assistance efforts, with language, regional expertise, and culture (LREC)
- FAS/RAS Marines provide LREC at the tactical level where FAO/RAO billets currently do not exist

FAO/FAS Capability Sets

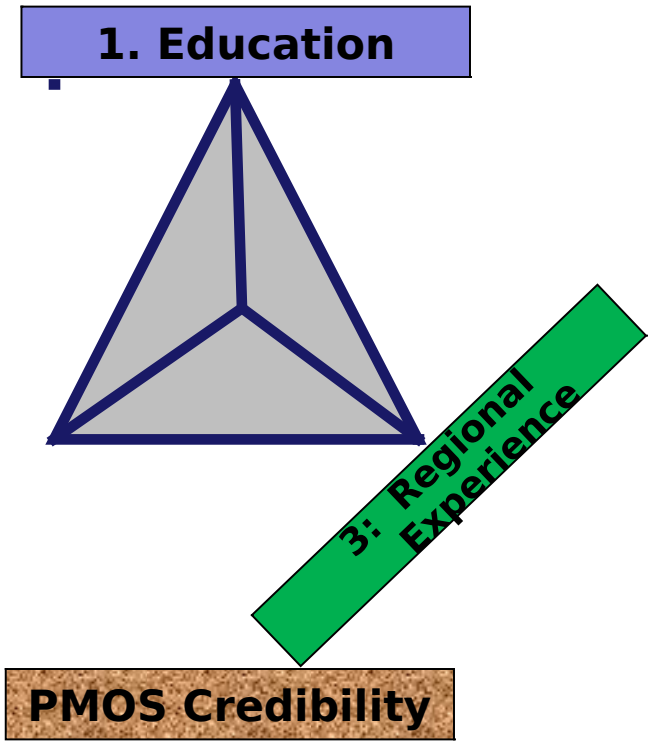
1: Education

- FAO: Graduate degree
- FAS: undergrad education
- Regionally-focused
- Comprehensive orientation to foreign culture, history, politics, economics, religion, social norms and security dynamics.



* Degree requirement waiverable with qualifying experience

FAO/FAS Capability Sets



2: Language

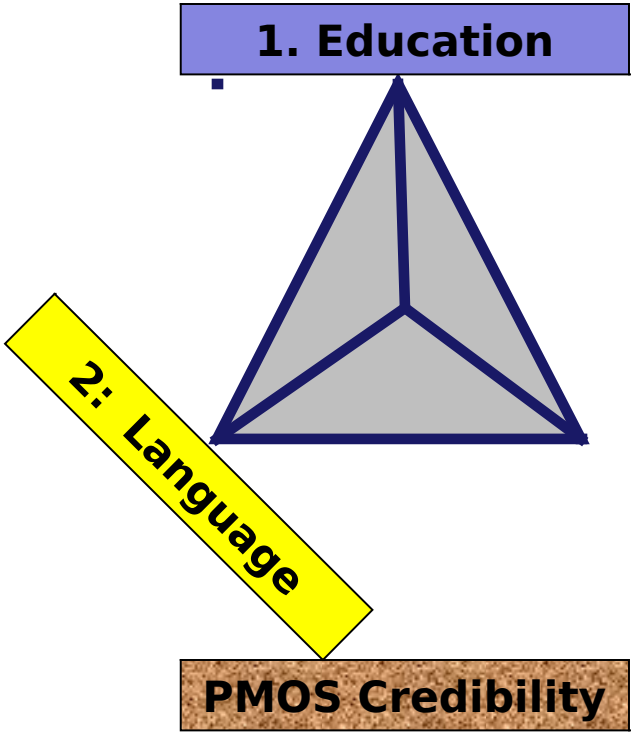
- Regionally-oriented
- Required ability:
  - FAO:
    - Limited Functional Proficiency: 2/2 = Able to handle routine daily interaction & social conversation.
  - FAS:
    - Minimal Functional Proficiency: 1/1 = Able to maintain simple conversation.
- FLPP:
  - Qualify for FLPP at 2/2 DLPT
- Currency:
  - Tested annually
  - Goal = 3/3/3

FAO/FAS Capability Sets

3: Regional Experience

- Classroom vs. reality
- Immersion in target culture(s)
- Enhanced understanding through personal experience.
- Extensive travel
- Interagency exposure with U.S. Embassy country team
- FAO = 12 months

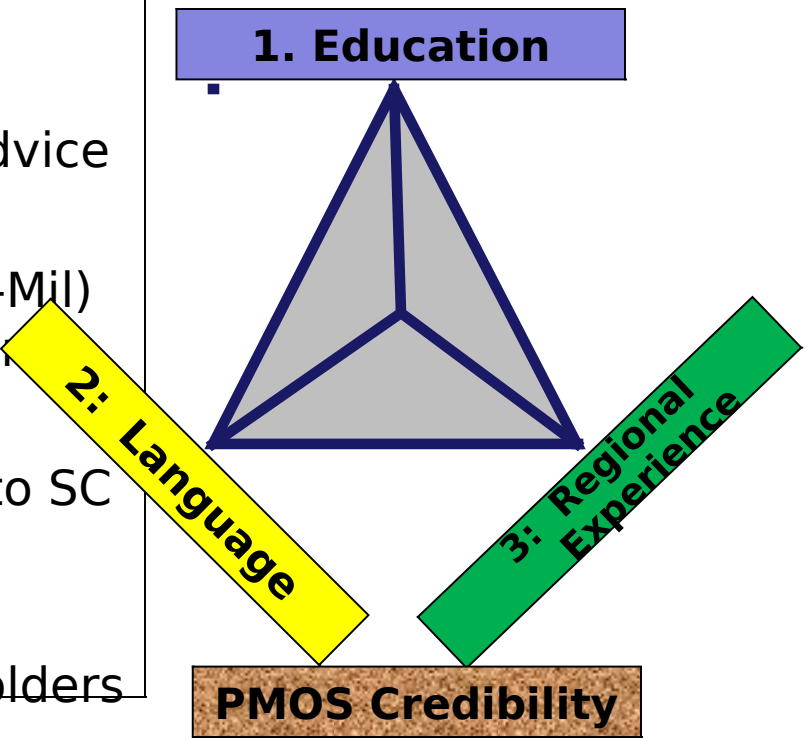
  FAS = 3 months



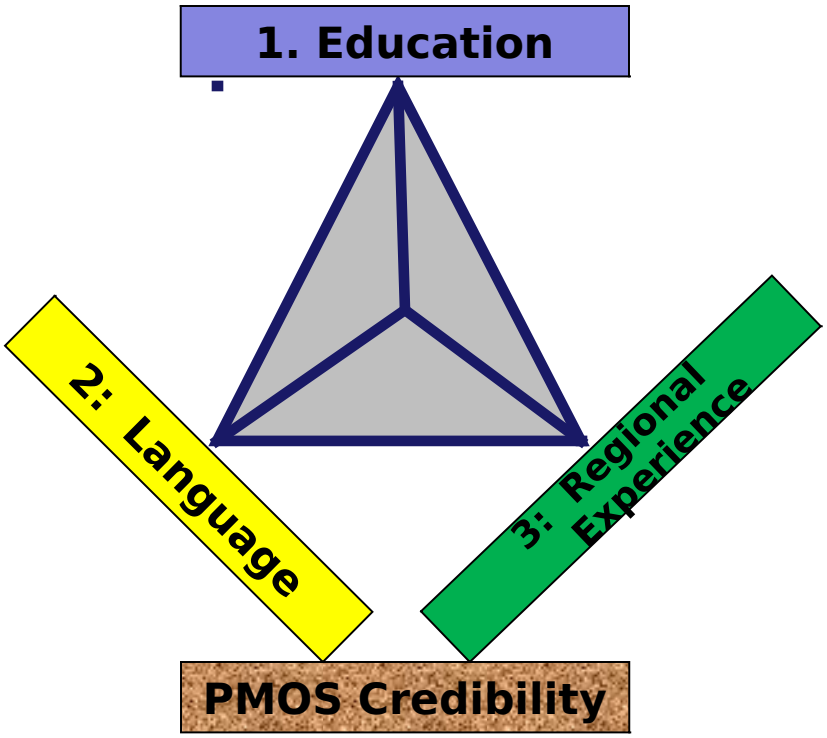
IAP Capability Sets

Security Cooperation (SC) T&R (NAVMC 3500.59A)

- **MET 1**: Provide International Affairs advice
- **MET 2**: Integrate Political-Military (Pol-Mil) expertise into SC operational planni
- **MET 3**: Integrate cultural expertise into SC operational planning
- **MET 4**: Facilitate meetings SC stakeholders



IAP Capability Sets



Culture T&R (NAVMC 3500.65A)

- **MET 1**: Interact with foreign populace
- **MET 2**: Integrate culture assessment into unit operations
- **MET 3**: Apply operational culture concepts in managing perceptions
- **MET 4**: Conduct culture assessment
- **MET 5:** Incorporate culture assessment into mission planning

Initiatives

- **Commandant's Planning Guidance (CPG) Task: Institutionalize FAO/RAO Program**
  - **Examine programs, policies, billets**
  - **Options to increase capacity**
  - **Improve promotion & command competitiveness**

- **Actions to accomplish CPG task:**
  1. **Enlisted FAS/RAS Program**
  2. **FAO/RAO billet expansion to Reserves**
  3. **Re-aligning MARA – SCO – PEP billets**
  4. **Strategic Communication Plan**
  5. **MCO 1520.11G (update)**
  6. **Expanding language sustainment options**
  7. **Formalizing Regional Engagement Initiative**
  8. **APH Program Management**
  9. **FAO Fellowships with Joint Staff (Pakistan Afghanistan Coordination Center)**
  10. **FAO/RAO coordination with CCMR (Center for Civil-Military Relations)**

For more details on IAP, visit our website: www.marines.mil/unit/hqmc/planspolicies/PL/PLU/Pages/welcome.aspx

FAS/RAS BETA TEST
Eligibility

Basic Requirements

- SNCO
- Competitive in PMOS
- Favorable career timing
- RCLF complete for grade
- Associates' Degree or better *

Experience Track	Study Track
– Can pass Regional Exam – Language ability • OPI or DLPT: 1/1 or better – Regional experience • 6 months in region	– 5 year service commitment after training – Language aptitude • DLAB: 95 or better or • DLPT: score on file

* Required by Naval Postgrad School

FAS BETA TEST

1. **Education:**
   - Foreign Service Institute (2 weeks)
   - Naval Postgraduate School (6 months)
   - Security Coop Planner Course (1 week)
   - Information Operations Capability Course (2 weeks)
   - Operations Chief Course (2 weeks)

2. **Language:**
   - 3 month language immersion

3. **Regional experience:**
   - 3 month region immersion

4. Total TTT: 12 months

5. Funding:
   - PP&O using CYD + OCO funds
   - DLNSEO + HQMC Intel Dept makes language development + sustainment funds available

FAS Beta Test

- 15 MEU
- 24 MEU
- 13 MEU
- MCSCG
- 1 MSOB
- 3 MSOB
- I MEF Red Team
- MARFORAF*

- S-2
- S-3 Current Ops
- S-3 Future Ops

FAS/RAS BETA TEST
Assessments

- Monthly updates
  - How/where FAS employed?
  - When/Are LREC skills utilized?
- End of Tour critique (CDRs)
  - FAS value added?
  - ID additional skills needed
  - Optimum assignment?
- PLU, in coordination with MARFORs, will ASSESS, ADJUST, RECOMMEND way ahead for FAS/RAS Program
- Full Operating Capability (TBD)

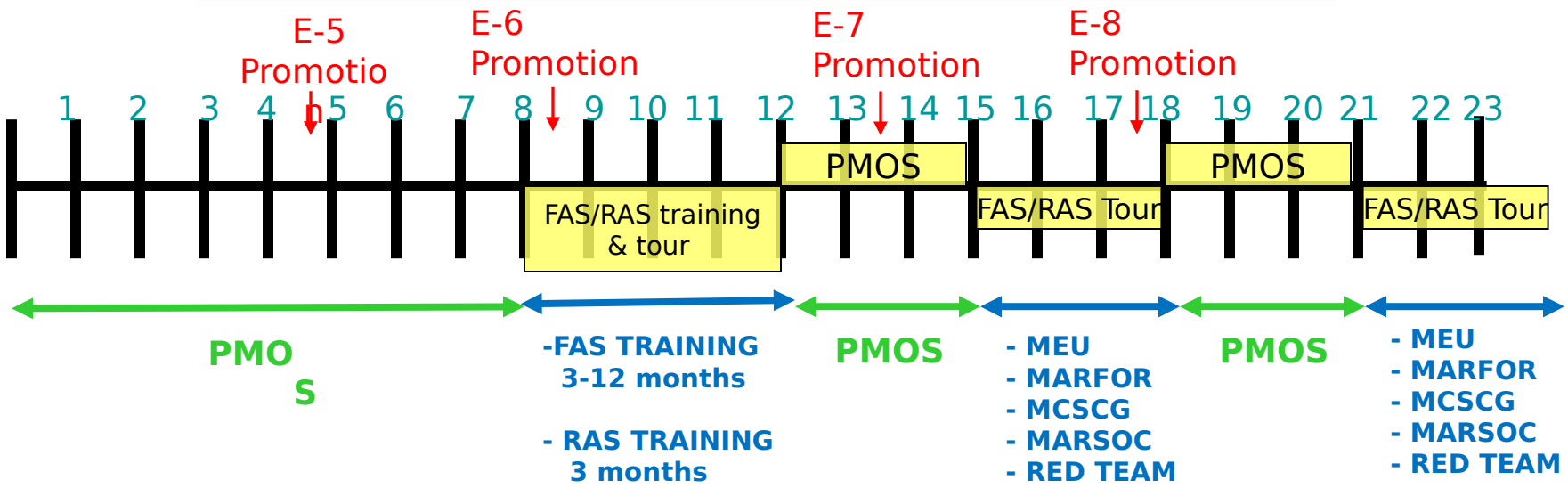
FAS/RAS Beta Test
Concerns

- Protect career management of Beta Test Marines
  - Precept promotion board

- Free/Additional MOS (Proposed)
  - FAS
    8230: FAS in-training
    8231: Latin America
    8232: Eurasia
    8233: Northeast Asia
    8234: Middle East/North Africa
    8235: Sub Sahara Africa
    8236: South Asia
    8237: Western Europe
    8238: Southeast Asia
    8239: Eastern Europe

  RAS
  8210: RAS in-training
  8211: Latin America
  8212: Eurasia
  8213: Northeast Asia
  8214: Middle East/North Africa
  8215: Sub Sahara Africa
  8216: South Asia
  8217: Western Europe
  8218: Southeast Asia
  8219: Eastern Europe

FAS/RAS Career Path



IAP Marines are “dual-tracked” to remain relevant with Operating Forces and their Primary MOS

Questions?